



## Boyne Forever Foundation – Team Member FAQs

### **What is the Boyne Forever Foundation, and who is it for?**

The Foundation exists to support our environment, our communities, and our team members. The Our Team pillar is specifically designed to support Boyne team members and their families through hardship assistance and scholarships.

### **What does the Foundation fund for team members?**

The Foundation supports team members through emergency financial assistance for unexpected hardships and scholarships for post-secondary education, including college, trade, and technical programs.

### **What types of situations qualify for emergency assistance?**

Examples include serious medical emergencies, natural disasters, housing loss, funeral expenses, or critical transportation needs that affect your ability to work.

### **What does the Foundation not cover?**

Routine living expenses, long-term debt, elective medical procedures, legal fees, or costs covered by insurance or other available resources are generally not eligible.

### **How do team members apply for assistance, and how long does it take?**

Team members will apply through a confidential online funding portal. Applications are reviewed in partnership with Resort Human Resources and the Foundation's Team Giving Council.

Requests are reviewed on a monthly cycle, with approvals and payments typically completed within days of a decision. In urgent situations—such as medical emergencies or housing loss

—requests may be reviewed and approved on an expedited timeline, often within 24–48 hours.

The Foundation expects the team member portal to be ready by the end of March 2026. Until then, HR can help route urgent needs appropriately. As the team member portal launches, the Foundation will share clear, step-by-step guidance on how to apply, what documentation is needed, and what to expect throughout the review process.

## **Is assistance a loan? Do I have to pay it back?**

No. All assistance is provided as a grant, not loans. You will not need to pay any assistance back.

## **Are applications confidential? Will my manager know?**

Yes, applications are handled confidentially. Information is only shared with those involved in review and approval. Your manager is not notified unless required for verification or you give permission.

## **How do scholarships work?**

The Foundation offers annual scholarships for eligible team members and dependents pursuing post-secondary education. Scholarships typically range from \$1,000–\$5,000 per year and may be renewable based on eligibility and available funding.

## **Where does the money for team member programs come from?**

Funding comes from Foundation fundraising efforts, corporate partners, events, and donations designated for the Our Team pillar.

## **Does Boyne Resorts receive any portion of donations?**

No. One hundred percent of all donations go directly to the Boyne Forever Foundation and are used exclusively for charitable programs. Boyne Resorts does not receive any portion of donated funds.

## **Do all Boyne communities and team members benefit equally?**

The Foundation works to ensure equitable support across all Boyne communities and resorts, which means resources are directed where needs are greatest rather than divided evenly. For team member assistance, funding is based on individual circumstances, eligibility, and urgency—regardless of role, location, or resort—so that support reaches team members when it matters most. Moreover, amounts raised in Canada will be spent in Canada on local support and initiatives.

## **Will I be able to give to the Foundation through payroll deduction?**

Payroll deduction giving is planned but not yet available. When this option is ready, the Foundation and Boyne Resorts will share clear instructions on how to participate and what to expect. For now, please know that the Boyne Forever Foundation is here to support you—and we'll communicate proactively as new giving options become available.

## **Is Boyne matching team member donations?**

Yes. Boyne will match team member donations, helping amplify the impact of giving by and for our team. Additional details will be shared as the program launches.

## **Are donations to the Boyne Forever Foundation tax-deductible?**

Canadian team members are welcome to donate to the Boyne Forever Foundation. However, as a U.S.-based charitable organization, the Foundation cannot issue Canadian tax receipts. Donations would only be tax deductible for the small number of team members who file U.S. income taxes.

## **When do scholarship and assistance grant applications open?**

The Team member funding portal is expected by the end of March 2026.

## **What's the difference between the Boyne Forever Foundation (BFF) and the Forever Project (FP)?**

The Boyne Forever Foundation (BFF) is a new, independent nonprofit created to expand and formalize Boyne Resorts' philanthropic work. While the Forever Project (FP) focused primarily on environmental and sustainability initiatives within resort operations, BFF has a broader mission focused on supporting our local communities, advancing environmental work beyond resort operations, and caring for our team members.

BFF builds on the operational sustainability work started under FP—such as stewardship of the land and resources we depend on—while also expanding support to include community partnerships, team-member hardship assistance, scholarships, and education support. Over time, the Foundation will carry forward the spirit of the Forever Project within a more comprehensive, community-focused nonprofit structure.